

Approved For Release 2008/08/25 : CIA-RDP86M00886R002800090011-4

TRANSMITTAL SLIP		DATE
TO: <i>ER</i>		
ROOM NO.	BUILDING	
REMARKS: <i>your copy. We have the original.</i> <i>Thanks,</i>		
<div></div>		
FROM:		
ROOM NO.	BUILDING	EXTENSION

FORM NO. 241
1 FEB 55

REPLACES FORM 36-8
WHICH MAY BE USED.

(47)

STAT

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ROUTING AND RECORD SHEET

SUBJECT: (Optional) Performance of Internal Students in the Operations Course - Response to the DDCI Inquiry

FROM:

D/OTE
1026 C of C

25X1

EXTENSION

NO.

OTE 84-8500

84-0041

DATE

4 JAN 1984

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S
INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. ADDA
7D24 Hqs

5 JAN 1984

2. DDA
7D24 Hqs

6 JAN 1984

3.

4.

DDCI

5.

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DDA Distribution:
 Orig PRS - DDCI w/Orig att (by hand)
 1 - ER w/cy att
 1 - DDA Subj w/cy att

12.

13.

14.

15.

It should be noted that the term "internal" as used in the attached memo refers to on-duty Agency employees who are not Career Trainees. The term should not be confused with "internal Career Trainee."

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DCI
EXEC
REGFORM
3-62610 USE PREVIOUS
EDITIONS☒ SECRET☐ CONFIDENTIAL☐ INTERNAL
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T-103

84-0041

OTE 84-8500

MEMORANDUM FOR: Deputy Director for Administration

FROM:

[Redacted]

25X1

Director of Training and Education

SUBJECT: Performance of Internal Students in
the Operations Course - Response to
the Deputy Director of Central
Intelligence Inquiry

1. This memorandum addresses a recent comment made to the Deputy Director of Central Intelligence by the Chief, [Redacted] to the effect that "internals" attending recent runnings of the Operations Course (OC) "have not distinguished themselves."

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2. We have looked at the last four OCs (OC 2-82, 1-83, 2-83 and 1-84), a period during which increasing numbers of "internals" were placed in the OC to fill a void created by a shortfall in Career Trainee (CT) recruitments. While we do not rank OC students by class standing, we do maintain computerized "scores" to help us monitor class progress, spot individual and class problem areas and as a benchmark for final evaluations. Using these raw scores and the breakdown the DO Career Management Staff uses for evaluation panel rankings, we find that the 36 "internals" who attended the last four OCs ranked as follows: five or 14% in the top 20% of their class, eight or 22% in the high-middle, seven or 19% in the middle-middle, eight or 22% in the low-middle, and eight or 22% in the low 20%. This is the approximate spread one would expect for any group of OC students. We believe, for reasons explained below, that the data is slightly misleading.

3. Again, while we do not rank OC students by final evaluation, we do identify top students by selecting those who complete the OC "with distinction" and those at the bottom who are "not certified" as being qualified for assignment as field operations officers. Using these statistics, we find that 15% of CTs


[Redacted]

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SUBJECT: Performance of Internal Students in the
Operations Course - Response to the Deputy
Director of Central Intelligence Inquiry

attending these four OCs were selected for "distinction" while only 5% of the "internals" were so selected. These figures are also misleading since neither of the two "internals" selected for "distinction" fit the usual pattern of an internal Agency employee. One was the wife of an Agency employee who worked as a contract employee during her husband's assignment

 She was assessed by the Soviet East European Division/DO as having operations potential and was sponsored by that Division for the OC rather than being referred to the CT Program for which she would certainly have qualified. The other was a new-hire International Activities Division/DO employee, age 38, and a West Point graduate, selected for his background in economics who also could just as easily have been brought on board via the CT Program. Also, one "noncertified" CT included in our statistics was actually an "internal" who was shoehorned into the CT Program with considerable reservation due to linguistic and ethnic needs of his division. If we drop these three individuals from the above statistics, we find that only 9% of OC "internals" fall within the top 20% of their class while 16% fall within the bottom 20%. We also find that 0% of "internals" complete the OC with "distinction."

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4. The DO has a need to fill the operations officers ranks with qualified personnel. The CT Program has provided the quality officers required. CTs, as a group, have consistently performed better than have the internals as a group.

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